

DDP 2090
CWO-DDP

SECRET

8 JUN 1971

MEMORANDUM FOR: Staff and Division Chiefs

SUBJECT: Career Opportunities for Women in the
Clandestine Service

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1. In consonance with Executive Order #11478 and with [REDACTED] it is the policy of the DDP that women shall be given equal opportunity with men for assignments within the Clandestine Service both in Headquarters and in the field; and also that they shall be given equal consideration with men for promotion to the higher grades.
2. In order better to qualify women for senior positions within the Clandestine Service, they must be afforded the training and job opportunities which will enable them to gain the experience necessary to fit them for such positions. You are therefore requested to ensure that women are accorded equal consideration with men when assignments are being made within your components.
3. You are also requested to appoint a woman as a full working member of your Personnel Management Committee (PMC) to participate in deliberations on personnel matters, including assignments, and to assist in ensuring that women are considered equally with men for operational assignments and senior positions within your component.
4. I am establishing the Special Panel on Clandestine Service Careers for Women as a permanent body to continue the study on career advancement of women in the CS and to make recommendations on steps to be taken to improve opportunities for advancement, and as a means by which I may monitor progress being made in this area.

/s/ Thomas H. Karamessines

THOMAS H. KARAMESSINES
Deputy Director for Plans

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MEMORANDUM FOR:



SUBJECT

: Recruitment, Training and Utilization
of Women in the Clandestine Service

1. You have been nominated to a Special Panel of the Junior Officer Board to examine the question of the effectiveness of current recruitment, training and utilization of professional-level female employees in the CS. The primary goal of this effort is to provide CS management with new ideas for dealing with questions and problems that have concerned CS personnel management for some time:

a. The adequacy of current female junior officer input (mostly through the PT Program) in terms of quantity and quality;

b. CS career prospects of women without college degrees;

c. Need for a "mustang" type recruitment and training program that would focus on the career development of employees (both male and female) brought up through the ranks.

d. Lateral entry as an input source for exceptionally qualified women.

2. These questions are offered only as a point of departure for your Panel deliberations. Other pertinent questions involving selection, training and career development of our female employees may be uncovered in your discussions and, if so desired, these can be slated for later Panel meetings.

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3. The idea of establishing an all-female panel to discuss legitimate CS career questions has evolved from DDP/JO's many interviews and discussions with young officers (both male and female) over the past several years. At this stage, the concept is experimental. If successful, it can be extended in order to delve into more difficult and specific questions; for example, whether within the existing CS organizational framework women can be utilized more effectively in field operations than at present.

4. It is expected that the Panel will keep minutes and render interim reports on the progress of its talks. The DDP/JO will consult with the Panel Chairman [REDACTED] to establish some basic ground rules and guidelines for the Panel's discussions. Beyond that, the Panel will be pretty much on its own.

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5. The facilities of the office of the DDP/OP, CSPA and DDP/JO are available to the Panel for assistance with technical or other questions having to do with personnel matters. Conference room space in the DDP office area (3 C 24) can be arranged by contacting [REDACTED] Extension 6644.

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